195 39-40.

File No. 3260/36 - I

A CLASS

P.W DEPARTMENT

E BRANCH

Subject:— Establishment

Tempy P.W. Dept.

Bringing on permanent establishment.

ALKJ

E.B.

File No. 3260/36 - I.

Ptd. Secrt. Bldg. 24 A.

Std. Sectt. 78 a.

G.R., G. D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. 3260/36-I

P.W DEPT.

E BRANCH.

References :—

Copies from the original file A [M.].

Date.	To whom sent.	Notes and instructions.

H.M.P.W.D. has returned these cases as they are not complete. He wants case of all tempy. men in P.W.D. put up.

What is being done re. outdoors establishment especially such as overseers.

Treat as very urgent and put up for decision one case including proposals in these two cases.

Id/- 12/9.

Id/- 13/9.

List showing the temporary establishments proposed by local officers to be given time-scales of pay.

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GROUP.A	GROUP B .	GROUP C.
Estabts. for which there are corresponding permanent establishments.	Estabts. for which there are no corresponding permanent estabts. but which are in general demand.	Estabts. with technical qualifications employed on specific work in irrigation Divns., Workshop etc.
Clerks.	Cashiers.	Asstt.Engr.,Mechl.1st Class.
Draftsmen.	Chowkidars.	Asstt.Engr.,Mechl. 2nd Class.
Draftsmen, Asstt.	Clerks, Sub-divisional.	Asstt.Engr.,Mechl. 3rd Class.
Overseers.	Presidency.	Asstt.Engrs.Mechl. 4th Class.
Peons	Clerks, Sub-Divnl.	Classifiers.
Stenographer (El.Engr.)	Bombay Elec.Sub-divn. Daftaries.	Computors. Delivery clerk.
Store-Keepers.	Inspectors, Canal.	Deputy Soil Physicist.
Store-Keepers, Asstt.	Inspectors, Irrign.	Fieldmen.
Store-Keeper(Elec. Divn.)	Inspector,Sectional.	Fieldmen, Asstt.
	Khalasis.	Fitters.
Store-keeper (Dapuri).	Khalasis, trained.	Instrument repairer.
Store-keeper	Patkaries.	Karkuns, Asstt.
(Sub-divisional).	Patkaries, head.	Karkuns, auger.
Supervisors.	Signallers.	Karkuns, Canal.
	Tapalis.	Karkuns, Gauge.
	Tracers	Karkuns, Head.
	Typists.	Karkuns, Marathi.
		Karkuns, Well-observation
		Keymen.
		Laboratory Asstt.
		Maistries, Civil.
		Maistries, Mechl.
		Measurers.

Measurers ...

GROUP A.	GROUP B.	GROUP C.
1	2	3
		Measurers, Asstt.
		Measurers, auger.
		Measurers, crop.
		Measurers, sectional.
		Mechanic.
		Meter-readers.
		Mukadams, auger.
		Mukadams, weir.
		Telephone operators.
		Temekeepers.
		Water-rate collectors.
		Work-taker (Dapuri).

E.B.

Submitted with refererence to the Secy's note dated the 12-9-38.

2. On the memorials of the Sub-divnl. clerks employed in this Deptt. which contained inter alia a request that they may be brought on the permanent estabt. the H.M.,P.W.D.noted that the question of all temporary hands in the P.W.D. who had served for more than five years should be taken up and they all should be made permanent if they were required. It was also then suggested that the F.D. should go through the whole question and the P.W.D. should prepare a list of such hands who were in service. The papers were accordingly referred U.O. to the F.D, The Secy., F.D. then advised this Deptt. to work out the proposals in detai in consultation with the F.D. The case was then noted upon in this Deptt. and the then Secy. Mr. Andrew observed that that the case of the sub-divnl. clerks was was the most really pressing one. They were not in the category of tempo-rary hands employed to supplement permanent staff for special work for a limited period of time, and he proposed that all the sub-divnl.clerks who had served for 5 years and had proved satis-factory servants of Govt. should be mad permanent at once, and also the tempora El. Supervosors in the Elec. Bch. With regard to cases of temporary staff in other categories he (Mr. Andrew) stated that they might await.

(a) the decision reached regarding scales of pay under consideration in the F.D.

(b) report of Irrign. Inquiry Committee as a ~~result~~ result of which staff on canals may be reduced.

3. In view of the above orders, the cases of sub-divnl. clerks (including menials employed in the Sub-divn.) and of the staff employed in the Elec. Bch. were first taken up and the local officers were asked to submit definite proposals stating the number of posts which would be required permanently with due regard to the provisions of para. 87 of the P.W.D.Manual These proposals have been received, and the two cases have now been noted upon in detail and are ready for consideration in the F.D. and orders thereon can issue soon if the proposals are finally accepted by the F.D. and approved by Govt.

4. Now, if the idea is to make all temporary hands employed in the P.W.D. permanent as desired by the H.M. then it raises a general issue. In this Deptt. there are various classes of temporary estabt. vide statement put up. If the classes of temporary estabt. mentioned under Group A (i.e. those for which there are correspondingxx permanent estabts) are to be brought on the permanent list, then their respective cadres, viz. of overseers, clerks, draftsmen etc. will have to be correspondingly enlarged.

For .....

For other clases of temporary estabt. i.e. those mentioned under Groups 'B' and 'C' it seems that definite scales of pay will have to be sanctioned for them before they can be brought on the permanent estabt. With regard to the scales of pay for temporary estabt. the position is that when the question of sanctioning time scales of pay for these estabts. was under consideration it was proposed that time scales of pay should be granted only in the follow.-ing classes of temporary estabts:-

(1) temporary estabts. in respect of which there are corresponding permanent estabts. viz. overseers, clerks and draftsmen in administrative and divisional offices and store -keepers.

and

(2) the classes of temporary estabt. mentioned in the margin.*

Certain time scales of pay were proposed for marginally noted temporary estabts, but final orders have not yet been issued in the matter. The question of the revision of the scales of pay is now under consideration in the F.D. and the time scales of pay which have been agreed to by the F.D., for the marginally noted estabts. may perhaps have to be further revised in the light of the general principles for revising the scales of pay which will be fixed by that Deptt.

* 1. Clerks in sub-divnl. offices -
1st clerk.
2nd clerk.
3rd clerk.

2. Computors.
3. Draftsmen in sub-divnl. offices.
4. Inspectors - Canal, Irrigation and Sectional.
5. Measurers.
6. Signallers.
7. Storekeepers (Asstt.) in Divnl. offices.
8. Tracers
9. Typists.

Particular classes.

10. Cashier in the Poona Water Works Divn. and Thana Divn.
11. Clerks in the offices of the El.Engr. to Govt. and Ex.Engr. , Elec.Divn.
12. Clerks in the Sub-divnl. offices of the El.Branch.
13. Clerks in the Sub-divnl. offices in the Presy.Divn.
14. Mechanic in the Elec.Branch
15. Storekeeper at the Govt. Central Stores, Workshop and Training Centre, Dapuri.

5. In the circumstances mentioned above, if, however, it is decided to bring the various categories of temporary estabts. on the permanent list, it will be necessary to have the views of the local officers particularly as regards the nature and number of posts which would be required permanently with due regard to the provisions of para. 87 of the Bombay P.W.D. Manual . This inquiry and detailed consideration of the proposals in this Deptt. as well as in the F.D. for the whole staff to be made permanent will naturally take considerable time. Besides, the reorganization of this Deptt. is also under consideration and the strength of the various classes of estabts. is likely to be affected to some extent (In working out proposals for the Sub-divnl. clerks this aspect of the question has already been taken into account). In the circumstances, it is submitted that the two cases (viz. of sub-divnl.clerks and menials employed in the sub-divns. of the staff in the Elec.Bch.) which are ready may now be considered independently of the cases of all other estabts. to be made permanent. If this is done, it will be possible to include this item in the next year's Budget. With regard to other estabts. orders are requested whether those cases need be held up as previously suggestd By Mr. Andrew, or whether they may now be taken up. In the latter case, the local officers will be asked to submit the

necessary .....

necessary proposals.

6. The H.H.,P.W.D. has just asked for a list showing the staff on the permanent temporary and work-charged estabts. in each Divn. This information is being obtained from the local officers and will be submitted to the H.M. as directed. In the meantime these papers may perhaps be submitted to the H.M. with such remarks as the Dy.Secys. and the Secy. may wish to offer in the matter and with a request to agree to the two cases mentioned above to be proceeded with.

Id/-
19/9/38.

Though some more establishments than what has been considered in File S-92/10747 can be made permanent, it is not possible to bring all the staff of the P.W.D. on a permanent footing.

With the expansion or contraction of works and projects outdoor staff and even some office staff like clerks and tracers will have to be increased or retreanched. The whole of the P.W.D. staff cannot therefore be made permanent.

Before the question of permanency of the remaining staff mentioned in para. (1) above can be taken up as instructed by H.M.P.W.D. the question of their Numerical strength, the distribution of the cadre and the scales of pay will have to be examined in great detail and

the .....

will
and the local officers ~~with~~ have to
be consulted. Such a measure cannot,
it is submitted, be pushed through in
a short time.

The case of sub-Dn. clerks and
the Establishments in the Elec.Branch
may therefore be proceeded with now,
the question of other establishment
may be proceeded with separately
if this suggestion meets with H.M.'S.
approval.

Id/-
22/9/38.

desired
If it is ~~decided~~ to take up the question
of making all temporary employees of
one and
this Deptt. permanent at the ~~other~~
same time, some considerable delay must
necessarily occur whilst details as
and
explained in the O.M. on the note of
the Dy. Secy. (I.R.) are obtained.
The cases of the Sub-Divisional Clerks
and
~~of~~ the staff of the El. Deptt. are
already complete and with H.M.'s per-
mission these might not be held up
in
whilst information required in the
the other case is collected.

Id/-
29/9.

As per instructions of H.M. information of numbers of all establishment, temporary and work-charged, has now been called for - vide copy at commencement.

The establishment may be divided into three groups, as per statement at page 3. If these two cases put up below, are kept pending till all these cases are dealt with there will be considerable delay. I therefore recommend dealing with these two cases of sub-divisional clerks and clerks in the Electrical Engineer's office at once to show that Govt. is taking steps to deal with this question.

Delay in arriving at decisions in many of the other cases must occur for many reasons and are unavoidable, e.g. the irrigation revenue establishment will, to a great extent, be done away with if the I.I.C.'s recommendations regarding leaving distribution of water to the irrigators, is accepted.

A The case of sub-divisional clerks who are alltempy. at present is important, and I recommend that it be proceeded with at once.

The general question will not be overlooked.

I agree with 'A' statement of the temporary heads be prepared at onee. Please show how much saving will be

~~will be~~ made at once and put up complete report.

Id/-
5/10/38.

All the Ex.Engr. be kindly asked to consider carefully the question of cutting down their staff to the point beyond which it will effect the efficiency - All those persons who are required for such necessary posts they may recommend them for being made permanent.

As to the salary I think 10 p/c cut rule should be applied when they are being made permanent. The servants of the I. Deptt. be left at the present. This question be taken up separately after the I.C. report is decided upon by the Govt.

Id/-
5/10/38.

I think we must go a little further than is suggested. It does not seem to me a great calamity that Govt. may have to treat its own Harijan employees with justice and a little more liberally. I am in favour of a Circular as at A. I would request H.M.,F.D. to see papers. I do not think there is any objection to issuing a Circular. I would like to see the draft Circular.

Ed.B.G.K(her)
14/7/38
H.P.M.

H.M.,F.D.

Apart from what Govt. may decide to do - draft the Circular for the Munys. and send it to me as that should be treated as a separate matter.

Id.B.G.Kher.

.....

I have had this case examined in F.D. before submission to H.M. because it seemed to me inescapable that of Govt. issued a circular to local authorities on the lines proposed by H.P.M., they (Govt.) would be called upon immediately to set an example themselves. In respect of employees paid from contingencies, i.e. those who have not been regarded as regular Govt. servants but occasional emplyees, a rough estimate of the cost of the proposal is 1/2 lakh per year. It would be a mistake, however, to suppose that that ends

Govt.'s financial liability. We have a considerable staff of regular Govt. servants- particularly in the P.W.D. who work continuously year after year but are regarded as tempy. and are thus not entitled to pension. If men paid from contingencies are made eligible to pension, it would be impossible to refuse the same concession to tempy. employees in continuous service. The financial effect of extending the concession to tempy. employees cannot be ascertained without ref. to the P.W.D.

2. All this is not an argument against the merits of the proposed circular. As pointed out by D.S., it is a question of the availability of funds.

Id.H.V.R.I.(engar),
9/9/38
Secy., F.D.

H.M.

It would not be right to omit non-Harijan servants of local Bodies from benefits recommended for Harijans. It would be more appropriate to recommend in the Circular that all lower servants (including Mahars, Bhangis &c) the benefits of leave, pension & C. now denied to them.

Of course, Govt. must set an example in this respect. Perhaps this would make a sympathetic consideration of the claims of P.W.D. tempy. staff inescapable. I would myself state in the Circular that Govt. are examining the question with reference to similar servants employed by them.

Id. A.B.L(atthe),
9/9/38.
H.M.F.D.

Municipalities.

Inferior servants of -.
Treatment of, as permanent servants.

Government of Bombay.
General Department.
Circular No.2862/33.
Bombay Castle, 30th Nov.1938.

CIRCULAR.

An examination of the position of Harijan employees of municipalities shows that many municipalities do not admit these employees, as well as some other classes of inferior servants, to the benefits of leave, gratuity, provident fund, etc. to which other classes of employees are admitted. Government considers that there is little justification for such discrimination. The criterion to be followed should be whether the posts in which such appointments are made are required permanently or not. If they are, then the appointments should be in a substantive capacity with the benifits allowed to per-manent employees and the expedient of making temporary appointments in such posts to avoid legitimate expendi-ture should not be resorted to. The Commissioners are requested to advise all municipalities in their divisions to treat all classes of their inferior servants employed in such posts (including Harijans) as permanent servants and to give them all the benefits allowed to permanent employees.

2. Government is examining the position of similar inferior servants in its employ.

3. The Commissioners are requested to report, by the 30th November 1939, what action is taken in the matter by municipalities in their divisions.

By order of the Governor of Bombay,

Sd. H.D.Warden,

for V.S. BHIDE,
Secretary to Government.

To .....

To

The Commissioners of Divisions.

The Commissioner of Excise.

All Collectors (with spare copies for supply to all Municipalities).

The Accountant General, Bombay.

The Examiner, Local Fund Accounts.

The Finance Department.

The Honorary Secretary, Local Self-Government Institute, Bombay (by letter).

Inferior servants:

Treatment of - as permanent servants.

Government of Bombay.
Finance Department.
Circular No.1787/33.
Bombay Castle, 9th March 1939.

CIRCULAR OF GOVERNMENT.

An examination of the position of harijan employees of municipalities has revealed that many municipalities do not admit these employees, as well as some other inferior servants, to the benefits of leave, pension, gratuity, provident fund etc., to which other classes of employees are admitted. Government considers that there is little justification for such discrimination. Instructions have accordingly been issued to the Commissioners to advise the municipalities in their divisions to treat as permanent all classes of their inferior servants (including harijans) who are employed in posts which are required permanently and to give them all the benefits allowed to permanent employees.

2. There are also in Government service inferior servants, such as sweepers, halalkhores and scavengers who are generally treated as non-pensionable, particularly when they are paid from contingencies. Government hasunder consideration the question of extending to these employees the benefits of leave, pension etc. admissible to permanent inferior Government servants. With a view to enable Government to estimate the cost involved, all Heads of offices are requested to furnish, in respect of such employees under their control the information required by the accompanying form. The criterionto be followed in proposing the grant of the benefits in question should be whether the posts in which the men are employed are required permanently.

3. In some departments, particularly the Public Works Department, there are superior temporary servants who may also have to be granted the benefits in question, if the posts held by them are clearly and definitely required as a permanent measure, even though their appointments are at present sanctioned from year to year. Information regarding such servants should be given in a separate ~~form~~ form similar to the accompanying form.*

4. The following establishments in the Public Works Department are excluded from the scope of this Circular, as their case is being separately dealt with -

(a) Temporary clerks and inferior servants (called peons, chowkidars and tapalis) in Sub-divisional offices including those in the Electrical Circle.

(b) Other temporary staff in the Electrical Circle such as Supervisors, clerks, peons, etc. already recommended by the Electrical Engineer to Government to be made permanent.

(c) Work-charged establishments.

Information in respect of all other kinds of temporary establishments or posts, both superior and inferior, in the Public Works Department should be submitted by the Superintending Engineers of Circles in consolidated form by Divisions, recommending only such posts to be made permanent as are really required on a permanent basis with due regard to paragraph 87 of the Public Works Department Manual. The information should be furnished in four separate statements for (i) irrigation revenue establishment in superior service, (ii) irrigation revenue establishment in inferior service, (iii) all other temporary establishments in superior service and (iv) all other temporary establishments in inferior service.

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* Typed as an accompaniment to this Circular.

Suitable pay-scales or rates of pay should be suggested in respect of those temporary establishments or posts which are recommended to be made permanent and for which there are neither sanctioned pay-scales nor corresponding permanent establishments.

5. The Heads of Offices are requested to forward the required information to the respective administrative Departments. The information supplied by the Heads of Offices should be consolidated by the administrative Departments and forwarded to this Department with their recommendations.

By order of the Governor of Bombay,

Sd. H.V.R.Iengar,
Secretary to Government.

To

*The Prothonotary and Senior Master, His Majesty's High Court, Bombay,

*The Registrar of His Majesty's High Court of Judicature, Appellate Side, Bombay,

All other Heads of Offices under the several Departments of the Secretariat,

All Departments of the Secretariat.

*By letter.

Finance Department,
Accompaniment to Government Circular No. 1783/33, dated 9th March 1939.

Posts of whole-time inferior Government servants which are not permanent and which are non-pensionable and which are provided for in the budget under (1) "Pay of Establishment" and (2) "Contingencies", giving designation and pay of each post of the same kind and on the same rate of pay, the number of such posts should also be stated.	No. and designation of posts mentioned in col. 1 which are required (1) permanently and (2) temporarily, to be shown separately).	Pay suggested for posts which are proposed to be made permanent and pensionable.	Pay of corresponding posts held by permanent Government servants.	Dates from which the present incumbents of each of the posts mentioned in Col. 3 have been continuously in service.
1	2	3	4	5

of these is more than one post.